

## U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

## DISMISSAL AND NOTICE OF RIGHTS

To: **Jackqueline Jordan**  
4060 Reasons Blvd.  
Apt. 48  
Milan, TN 38358

From: **Memphis District Office**  
1407 Union Avenue  
Suite 901  
Memphis, TN 38104

On behalf of person(s) aggrieved whose identity is  
**CONFIDENTIAL (29 CFR §1601.7(a))**

EEOC Charge No.	EEOC Representative	Telephone No.
<b>25A-2015-00485</b>	<b>G. Allen Hammond, Senior Investigator</b>	<b>(901) 544-0149</b>

## THE EEOC IS CLOSING ITS FILE ON THIS CHARGE FOR THE FOLLOWING REASON:

- The facts alleged in the charge fail to state a claim under any of the statutes enforced by the EEOC.
- Your allegations did not involve a disability as defined by the Americans With Disabilities Act.
- The Respondent employs less than the required number of employees or is not otherwise covered by the statutes.
- Your charge was not timely filed with EEOC; in other words, you waited too long after the date(s) of the alleged discrimination to file your charge
- The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude that the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.
- The EEOC has adopted the findings of the state or local fair employment practices agency that investigated this charge.
- Other (briefly state)

## - NOTICE OF SUIT RIGHTS -

(See the additional information attached to this form.)

**Title VII, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act, or the Age Discrimination in Employment Act:** This will be the only notice of dismissal and of your right to sue that we will send you. You may file a lawsuit against the respondent(s) under federal law based on this charge in federal or state court. Your lawsuit **must be filed WITHIN 90 DAYS of your receipt of this notice**; or your right to sue based on this charge will be lost. (The time limit for filing suit based on a claim under state law may be different.)

**Equal Pay Act (EPA):** EPA suits must be filed in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that **backpay due for any violations that occurred more than 2 years (3 years) before you file suit may not be collectible**.

On behalf of the Commission

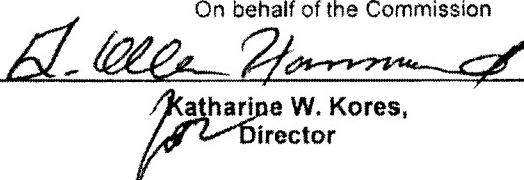
APR 27 2017

Enclosures(s)

(Date Mailed)

cc:

**W. Clark Washington**  
Attorney for Respondent  
LAW OFFICE OF W. CLARK WASHINGTON  
2773 Summer Oaks Drive  
Bartlett, TN 38134



Katharine W. Kores,  
Director

## U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

## DISMISSAL AND NOTICE OF RIGHTS

To: Jacqueline Jordan  
P.O. Box 289  
Humboldt, TN 38343

From: Memphis District Office  
1407 Union Avenue  
Suite 901  
Memphis, TN 38104



*On behalf of person(s) aggrieved whose identity is  
CONFIDENTIAL (29 CFR §1601.7(a))*

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25A-2015-00485	G. Allen Hammond, Senior Investigator	(901) 544-0149

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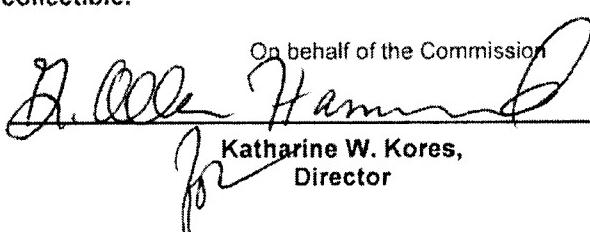
*(See the additional information attached to this form.)*

## Title VII, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act, or the Age

Discrimination in Employment Act: This will be the only notice of dismissal and of your right to sue that we will send you. You may file a lawsuit against the respondent(s) under federal law based on this charge in federal or state court. Your lawsuit must be filed WITHIN 90 DAYS of your receipt of this notice; or your right to sue based on this charge will be lost. (The time limit for filing suit based on a claim under state law may be different.)

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Enclosures(s)



On behalf of the Commission

APR 27 2017

(Date Mailed)

cc:

W. Clark Washington  
Attorney for Respondent  
LAW OFFICE OF W. CLARK WASHINGTON  
2773 Summer Oaks Drive  
Bartlett, TN 38134



**U.S. EQUAL OPPORTUNITY COMMISSION  
Memphis District Office**

1407 Union Avenue, Suite 901  
Memphis, TN 38104  
Intake Information Group: 800) 669-4000  
Intake Information Group TTY: 800) 669-6820  
Memphis Status Line: 866) 408-8075  
Memphis Direct Dial: 901) 544-0119  
TTY: 901) 544-0112  
FAX: 901) 544-0111  
Website: [www.eeoc.gov](http://www.eeoc.gov)

**VIA E-mail: wnoble@brimsnacks.com**

December 15, 2016

Mr. Whit Noble  
Human Resources Manager  
Brimhall Foods  
P. O. Box 34185  
Bartlett, TN 38184

**Re: *Jordan vs Brimhall Foods*  
Charge No.: 25A-2015-00485**

Dear Mr. Noble:

On October 1, 2015, a Charge of Discrimination was mailed to your company. It was requested that a statement of position with supporting documentation in response to an attached request for information be submitted to the Commission by October 31, 2015. However, to date the company has not provided a response. The Commission must insist that the statement of position and supporting documentation be provided on or before January 3, 2017. For your convenience, enclosed you will find a copy of the Charge of Discrimination, The Notice of Charge of Discrimination and the requested information.

However, en-lieu of providing a position statement, if your company would like to resolve this matter through settlement, please contact me December 22, 2016

Should you have any questions call me at (901) 544-0149.

Sincerely,

G. Allen Hammond  
Senior Investigator



STATE OF TENNESSEE  
TENNESSEE HUMAN RIGHTS COMMISSION  
CENTRAL OFFICE  
TENNESSEE TOWER  
312 ROSA L PARKS AVE, 23RD FLOOR  
NASHVILLE, TENNESSEE 37243  
(615) 741-5825 Fax (615) 253-1886  
Toll Free: 1-800-251-3589  
Spanish Toll Free Line: 1-866-856-1252  
[www.tn.gov/humanrights](http://www.tn.gov/humanrights)

RECEIVED  
JUL 14 2015  
TENNESSEE HUMAN RIGHTS COMMISSION  
NASHVILLE  
30

**DISCRIMINATION COMPLAINT**  
(DEPARTMENT USE ONLY)

THRC# 2-058-15

HUD# \_\_\_\_\_

EEOC# 25A-2015-00485**1. TYPE OF COMPLAINT.** Check which type of complaint you are filing:

EMPLOYMENT       HOUSING       PUBLIC ACCOMMODATION

TITLE VI

**2. COMPLAINANT CONTACT INFORMATION.** Provide your name and address.

NAME Jackie Jacqueline Jordan  
 TELEPHONE ( )      CELL ( )  
 E-MAIL: \_\_\_\_\_ DATE OF BIRTH 9-26-1973

ADDRESS 1119 1/2 11th Street  
 APT NO. \_\_\_\_\_ CITY Memphis  
 COUNTY Shelby STATE TN ZIP 38101

Provide the contact information of someone who can assist us in contacting you should we have difficulty in reaching you.

NAME \_\_\_\_\_  
 TELEPHONE ( )      CELL ( )

ADDRESS \_\_\_\_\_  
 CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP \_\_\_\_\_

**3. RESPONDENT CONTACT INFORMATION.**

Provide the name of the entity (employer/housing provider/business/agency) and address that you believe discriminated against you:

ENTITY Brimhall Food Company  
 TYPE OF BUSINESS Bran Snap Food  
 (FOR EMPLOYMENT ONLY) NAME OF IMMEDIATE SUPERVISOR  
Terry Brimhall

ADDRESS 10405 Parfitt Corporate Drive  
 CITY Memphis STATE TN ZIP 38133  
 TELEPHONE ( ) 901 377-9016 COUNTY Shelby

**4. WHEN DID THE DISCRIMINATORY ACT(S) OCCUR?**

Beginning date of the alleged discriminatory act?

Most recent date of the alleged discriminatory act?

Is the alleged discriminatory act ongoing?  YES  NO

**EMPLOYMENT COMPLAINTS ONLY**

(COMPLETE THIS BOX ONLY IF YOU ARE SUBMITTING AN EMPLOYMENT COMPLAINT)

**EMPLOYMENT HISTORY**

EMPLOYMENT BEGAN ON:

December 14-2010

EMPLOYMENT ENDED ON:

January 2011

PAY RATE/SALARY:

\$8

JOB TITLE AT THE TIME OF HIRE:

Temporary

CURRENT JOB TITLE OR TITLE AT THE TIME OF TERMINATION:

NAME OF HR/PERSONNEL DIRECTOR

NUMBER (#) OF EMPLOYEES

Did You File With The EEOC?

 YES NO

**BASIS OF DISCRIMINATION:** Why do you believe you were discriminated against? Please mark below only the categories which apply. Specify within the categories you mark.

- RACE: \_\_\_\_\_  
 COLOR: \_\_\_\_\_  
 NATIONAL ORIGIN: \_\_\_\_\_  
 DISABILITY: \_\_\_\_\_

- RETALIATION

Check below if you were retaliated against because of any of the following:

- FILED A COMPLAINT OF DISCRIMINATION  
 GAVE TESTIMONY OR OTHERWISE PARTICIPATED IN A DISCRIMINATION INVESTIGATION  
 OPPOSED OR OBJECTED TO DISCRIMINATION  
 OTHER: \_\_\_\_\_

- SEX/GENDER:  MALE  FEMALE  
 RELIGION:  JEWISH / MUSLIM  
 CREED: \_\_\_\_\_  
 AGE (40 AND OVER): \_\_\_\_\_

**WHICH OF FOLLOWING EMPLOYMENT ACTION(S) WERE TAKEN AGAINST YOU?** (Check only those that apply.)

- DISCHARGED  TRANSFERRED  
 LAID OFF  DEMOTED  
 SUSPENDED  FAILURE TO HIRE  
 HARASSED/INTIMIDATED  FAILURE TO PROMOTE  
 RETALIATED AGAINST  FAILURE TO RECALL

- DENIED BENEFITS (LEAVE, INSURANCE, ETC.)  
 DENIED PAY RAISE  
 DENIED RELIGIOUS ACCOMMODATION  
 DENIED DISABILITY ACCOMMODATION  
 OTHER: \_\_\_\_\_

**PUBLIC ACCOMMODATION ONLY\***

(COMPLETE THIS BOX ONLY IF YOU ARE SUBMITTING A PUBLIC ACCOMMODATION COMPLAINT)

\* Denial of service or access to a place of public accommodation

**BASIS OF DISCRIMINATION:** Why do you believe you were discriminated against? Please mark below only the categories which apply. Specify within the categories you mark.

RACE: \_\_\_\_\_  
 COLOR: \_\_\_\_\_  
 NATIONAL ORIGIN: \_\_\_\_\_  
 AGE (40 AND OVER): \_\_\_\_\_

SEX/GENDER:  MALE  FEMALE

RELIGION: \_\_\_\_\_

CREED: \_\_\_\_\_

RETALIATION

Check below if you were retaliated against because of any of the following:

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 GAVE TESTIMONY OR OTHERWISE PARTICIPATED IN A DISCRIMINATION INVESTIGATION  
 OPPOSED OR OBJECTED TO DISCRIMINATION  
 OTHER: \_\_\_\_\_

**TITLE VI\* COMPLAINTS ONLY**

(COMPLETE THIS BOX ONLY IF YOU ARE SUBMITTING A TITLE VI COMPLAINT)

\*For discrimination in programs and activities receiving federal financial assistance.

**BASIS OF DISCRIMINATION:**

Please specify the categories which you marked.

RACE: \_\_\_\_\_  
 NATIONAL ORIGIN: \_\_\_\_\_

COLOR: \_\_\_\_\_

RETALIATION: \_\_\_\_\_

Check below if you were retaliated against because of any of the following:

FILED A COMPLAINT OF DISCRIMINATION  
 GAVE TESTIMONY OR OTHERWISE PARTICIPATED IN A DISCRIMINATION INVESTIGATION  
 OPPOSED OR OBJECTED TO DISCRIMINATION  
 OTHER: \_\_\_\_\_

**WHICH OF THE FOLLOWING ACTIONS WERE TAKEN AGAINST YOU? (Check only those that apply and describe below.)**

DENIED PROGRAM SERVICE, AID, OR BENEFIT  
 RECEIVED SERVICE OR BENEFIT DIFFERENTLY OR INFERIOR TO THOSE PROVIDED TO OTHERS  
 SUBJECTED TO SEGREGATE OR SEPARATE TREATMENT RELATED TO THE RECEIPT OF ANY SERVICE OR BENEFIT  
 DENIED OPPORTUNITY TO PARTICIPATE AS MEMBER OF PLANNING OR ADVISORY BODY  
 RETALIATED AGAINST  
 OTHER \_\_\_\_\_

Made to leave Fresh Start Office Board

1st Statement — Missing  
 Jacqueline Jordan  
 Charge No.: 25A-2015-00485

Unpleasant reputation so called  
my world no tolerance of "gay pride" - hate

~~designer~~ you gay pride tried twice

1) Hate Payback

2) " " item

Don't Touch

\* Religious hate

\* Papal illuminati

\* Outrageous Papal decay

\* Working Paper X

Cant expected we to represent  
for him in prison.

A minor to hear legal dialogue  
from both - Jones, Justice

I do not want any  
prior knowledge of who either are!

All is my Arms Around  
my neck - stood there  
wif... she had a  
godly right

Unjustified Repression  
So called  
my World No tolerance of "Gay Pride - NYC"  
Signer

You Gay Pride Tried Twice

HATEFUL

intem

Don't Touch

- \* Religious hate
- \* Pupilick humans
- \* Outraging Public decency
- \* Wanting Police X

Cath expected me to represent  
for him in prison.

Ambition to hear "Legal dialogue"  
from both - Jope, teacher

I do not have any  
prior knowledge of who either are!

All 3 my Arms i Around  
my Neck - stood there  
wif... she had a  
godly right

2015-09-29 11:24

Hospitality Hub 9017631869

P 2/2

Caucasian Leopold (Id)  
-Superior-

Brazilian Leopold (Id)  
-Coordinator-

- SLAP on Buttocks  
AFTER returning  
from Preap

- preArranged & touchy  
Feeley - fitthy hands  
on demand gratification

- WALKED up & choked  
the back of my NECK  
& held As I stood  
(WEAPONFERS)

- touched Arm  
✓Houlder  
Preap

8 straight hours of Oral Slander

Deformation Lawnet

- NATE'S THE . . . . .

- JACKIE'S . . . . .

- Lexie Mynum . . . . . Assisted by etc.  
etc.

- NATE'S Scum chm . . . . .

ETC.

\* Veteran nuisances

IN YOUR OWN WORDS, TELL US WHAT HAPPENED. Give dates, when applicable. Also, describe how others were treated differently than you. Use additional paper if needed.

Both these Women Are Currently EXTREMELY KNOWLEDGABLE & present "Lies" Calling my name "the Slenderman ME" + jet-Slender Canadian owner wife - Patched lip top She returned from break & As I walked off She slapped my buttocks proudly hit me. As if..... I looked & said to myself "HAD IT IN HER MIND". That Slap was as if an achieved gay pride moment of we were successful & failing her "go Aaa" & Standing Waiting for orders from Superior A hand came & checked the back of my neck & continued. .... An A Woman Crack for gay pride - Uuu! (VIDEO)

Old, ~~Robert~~ Brazilian Voice - derogatory & Malicious to hit in her girls Prepron & Listen to. One of NEVER minus FAILING For any & Everything. What I see & hear — Broken — ~~honest~~ Broken Conduct depleted esteem. She's A NEVER cry for help regardless of AGE ok on the — packing chips she came & mom mom let me know you / Demonstrate proceeded to pack & during her ~~alleged~~ Alleged demo. hands & clowns became to much & the demonstration became EXTREMELY inappropriate <sup>self harm</sup>. Her attempt @ Upgrading an <sup>new</sup> attempt ↗  
 ↙ @ Gay pride - ah wa..... She felt the need to give me that much needed Push saying try us "those people" — Power that made <sup>grave</sup> mistake promoting behavior that carries "X10" depth weight, & <sup>grave</sup> mistake  
<sup>HR-0024 Jacqueline Jordan vs. Brimhall Roads</sup> <sup>Charge No. 25A-2015-00485</sup> <sup>RDA 1654</sup>  
 F.... NON-Competitors "THORATH" in my Glamorous side